



The Fort Leonard Wood Equal Opportunity Program News

CO2 Word of the Month: Understanding



Volume 01-08 EO assistance line 596-0602 ~ EO assistance line 596-0601

21 Jan 08

Civilian EEO information

Dear Ms. Millie,

I was recently at an event and heard someone use the term associational discrimination. I'm very curious about the term and wondering if such a thing exists, and if so what is it?



Sincerely, Wondering in the USA

Dear Wondering

Yes, there is a form of discrimination termed "Associational Discrimination". This form of discrimination does violate Title VII of Civil Rights Act of 1964 as amended. The below examples better illustrate this form of discrimination.

EX.1 In July 2007, EEOC sued a steakhouse restaurant chain for permitting its customers to harass a White employee because of her association with persons of a different race. The case settled for \$75,000 and injunctive relief which included mandatory EEO training for managers, supervisors and employees (*EEOC v. Ponderosa Steakhouse*).

EX.2 In May 2006, EEOC settled a hostile work environment case against a retail furniture store chain for \$275,000. The store manager allegedly made racially and sexually offensive remarks to a Black employee, referred to the African Americans as "you people" and interracial couples as "Oreos" or "Zebras," and disparaged the employee for marrying a Caucasian man. (*EEOC v. R.T.G. Furniture Corp.*)

EX.3 In April 2006, EEOC resolved a race discrimination lawsuit challenging the termination of a White female employee who worked without incident for a hotel and conference center until management saw her biracial children. (*EEOC v. Jax Inn's/Spindrift Hotel*).

Military EO information

Recently the Garrison Command sponsored The Dr. Martin Luther King observance on 15 Jan 2008.

This observance highlighted several key topics, education, service, volunteerism, and change. Keeping in mind with the legacy of Dr. King, we would like to continue to bring awareness of a special national monument, which needs your support, and interest.

SFC Alston, the EOA for Garrison Command recently published key information about the proposed Dr. Martin Luther King National Monument. More information can be obtained by contacting SFC Alston at 596-0131 ext 6-1013 or you can visit www.buildadream.org Your continued support can, and will greatly assist in completing the dream. Check out the 24 January edition of the FLW Gideon.

Upcoming Observances:

Volunteers Welcome!

Feb 2008: Black/African American History Month, this educational event is sponsored by the 14th MP Bde. The planning committee invites you to attend the luncheon on **25th Feb 2008 1130-1300 @ AMCC** Please contact: SFC McIntosh at 6-0359 for more details.

March 2008: 3rd Chemical Bde, has begun planning for Women's History Month activities. An International Working Women's power luncheon is scheduled for **5 March 1100-1300 @ AMCC**. Cost: \$8.00. More details about this and other events may be obtained by calling SFC Wells at 6-3497

April 2008: Volunteers needed for the planning of "Days Of Remembrance; for Victim of the Holocaust" Please contact the 1st Engr Bde EOA SFC Cavetti at 6-2034, on ways you can assist.

FYI: We are currently going through a building improvement process, we apologize for any inconvenience. Plans are being addressed to relocate future POSH and SAPR training. More to